

COACHES, MANAGERS, TEAM DOCTOR

WBSC #SAFEALL GUIDELINES

For decades, many have experienced abuse in sport. As a guardian and supervisor of a team, you have a responsibility for the safety and welfare of your team—including yourself, athletes and other coaches and staff. This “Duty of Care” is of paramount importance especially when your athletes are under 18 and/or with disability.

It is everyone’s responsibility to make sure that our sport remains safe, inclusive and enjoyable.

This Guideline will provide you four topics:

- What is considered Harassment and Abuse
- What you have to look out for & what are the key signs
- What are the guidance for appropriate physical touch during coaching
- What you have to do when reported or when you want to report

REMEMBER

WHAT IS HARASSMENT & ABUSE?

THIS IS NOT OKAY!!!

HARASSMENT

is an unwanted action. The victim should decide what is acceptable or not. This can include bad comments, insults, jokes, and unwelcome attention.

ABUSE

can happen in many forms and behaviours below:

- Physical Abuse hitting, beating, kicking, shaking, biting, strangling, scalding, burning, poisoning, suffocating etc.
- Emotional Abuse isolation, verbal assault, humiliation, intimidation or any other unwelcome act which may lower the sense of your identity, dignity and self-worth
- Sexual Abuse physical touch, talking about sexual and private things in person or online or any other behaviour that is sexual or makes the victim feel uncomfortable, threatened, scared or illegal.
- Neglect when the victim is not provided with basic needs such as food, water, shelter, appropriate clothing, supervision, access to education / health services.

CHECK YOURSELF

Be sure your behaviour isn't making someone else feel unsafe

CHECK YOUR TEAM

Someone from your team may need help or support

AND SPEAK UP!

Whenever something does not feel right

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WHERE, WHEN & BY WHOM CAN HAPPEN?

- during sport: training, tournament, changing room, medical treatment
- while travelling: camps, in car/bus, at accommodation
- between athletes: bullying, neglect, peer pressure, abuse, harassment
- with other people: coaches, managers, officials, parents, volunteers, staff

WHAT ARE THE KEY SIGNS?

Below symptoms and behaviours might be telling you that either:

- You may be endangering your team without noticing;
- You may be experiencing your own by someone else;
- Someone from your team is causing trouble to someone else; or
- Someone from your team is in trouble and need of help and support.



SYMPTOMS OF VICTIM

Crying, agitation, low self-esteem
Withdrawn, unusually quiet, absent, isolation
Bruises, scars and other physical injuries
Post traumatic stress disorder (PTSD)
Anxiety, depressed, sleeping disorder
Drastic weight loss or gain, nausea
Lack of interest, lack of confidence

BEHAVIOUR OF PERPETRATOR

Violent and aggressive
Being secretive or asking to keep secrets
Singling out or favouring certain people
Offering to help often – lifts home, 1:1 coaching
Being left alone with a specific person often
Sexual jokes, asking about relationships
Creating scenario where physical touch is required

PHYSICAL CONTACT DURING COACHING

Physical contact is an important part of coaching to build rapport and connection. Appropriate physical contact with athletes includes contact relevant to baseball/softball and within the confines of your role as coach, manager or team doctor. This may seem subjective, and the boundaries around physical contact may differ from person to person, and culture to culture. However, below guidance can ensure your own behaviour is appropriate and what you observe from others are, too. **Physical contact is appropriate if:**

- It is required for the athletes' safety;
- It occurs in an open environment and feel okay to have another adult watching;
- It is used to assist in skill development, without signs of distress or discomfort from athlete;
- It occurs with the athlete's (or guardian's) understanding and permission;
- It is for the athlete's benefit, and not anyone else's gratification; and
- You would be comfortable with someone using the same contact with your own child.

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WHAT YOU SHOULD DO WHEN REPORTED

There are several ways that you can get reports

- Disclosure** - by telling you directly
- Allegation** - by someone else telling you instead
- Suspicion** - by you noticing someone is not okay

You don't have to be a psychologist, a lawyer, a counsellor or an investigator. Just be calm and supportive. Follow the steps to escalate the matter to the right people.

3R's

RESPOND

- Thank them for taking the courage to speak up and report;
- Provide a safe and confidential space for them to speak freely; and
- Ask if they are in immediate danger or in need of medical help.
(if yes, immediately contact WBSC Staff, Officials or Safeguarding Officer)

- Ask open questions and listen to their stories at their own pace;
- Believe them, even if you don't think it is true;
- Remind them that it is not their fault, and you will take it seriously; and
- Assure to them that the information will be kept confidential and will be disclosed to those needed for further investigation only upon their consent.

To AVOID

- Questions that is leading or based on assumption (i.e. Was it coach XXX?);
- Panicking, shocking or showing distaste, rather stay patient and calm;
- Blaming the victim (i.e. Why didn't you react immediately?);
- Forcing for more information than what is offered;
- Making rumours or revealing any info to others without victim's consent;
- Conducting private investigation / approaching the alleged perpetrator.

REPORT

- Report to on-site WBSC Staff, Officials or Safeguarding Officer in charge; or
- Send the report to WBSC Integrity Unit (IU) - safeguarding@wbsc.org.

REVIEW

- Coordinate with Safeguarding Officer and/or WBSC IU for further investigation procedures (such as interviews) needed; and
- Provide further on-site support and assistance required for the victim, legal guardian, report person and/or local authorities.

REMEMBER

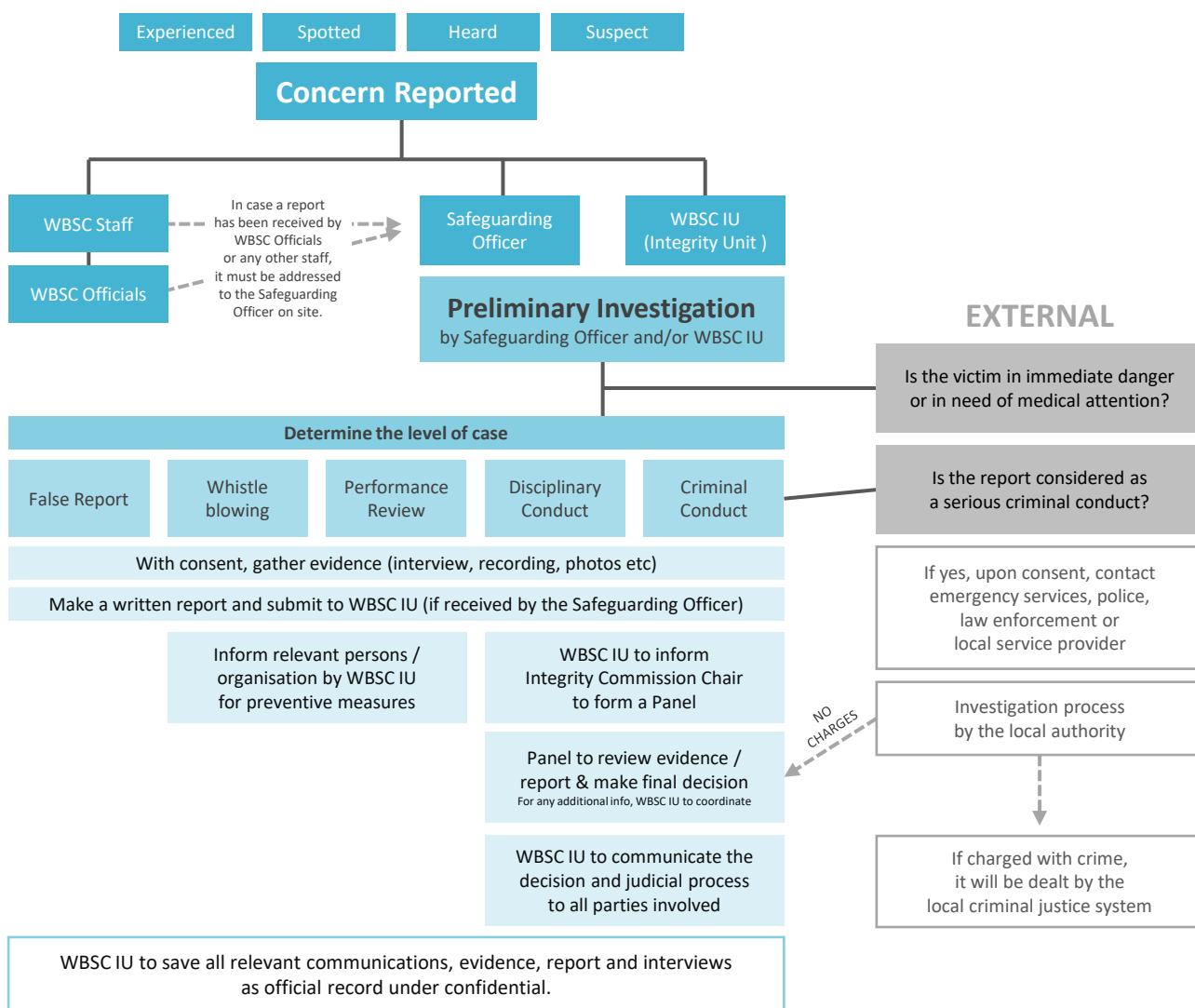
Whenever you interact with athlete, ask yourself **would I be okay if someone else interacted this way with my own child?** This is the "my own child" approach.

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WHAT WILL HAPPEN NEXT

After your report to WBSC Staff, Officials or a dedicated Safeguarding Officer on-site, there are more steps behind. The WBSC Integrity Unit (IU) will intervene to make sure the case is managed as per the [WBSC Safeguarding from Harassment and Abuse Rules](#).



HOW TO DEAL WITH MEDIA ENQUIRIES

Matters concerning an alleged incident of harassment or abuse are likely to generate media interest. It is important that the Safeguarding Officer on site handles any initial enquiries in a way that will not aggravate the situation or generate negative publicity. It is also important to be aware of legislation that prevents the naming of alleged victims or alleged perpetrators in the media.